

**September 11, 2003**  
**12:00 p.m.**

Introductions were made after the potluck had begun. Certificates, flowers and a big Thank You were given to the past leadership of the ICCW.

In attendance per the sign in sheet were: Myrna O'Dell, Sherry Rust, Bonnie Hoge, Lori Johnson, Karyl Tobel, Trudy Phippen, Heidi Lindgren, Dawn Shover, Molly A Petersen, Sara McLaughlin, Jacqui Garcia, Jere Ann Nelson, Prudy Hulman, Kelly DaSilva, Christina Hine-Reber, Vicki Schiller Long, Barb Smith, Lynn Jones, Beth Campbell, Joy Short, Chris Imhoff, and Joan Franke.

Guests: Jean Branscum, Exiting Chairperson ICCW and Barb Smith Speaker for Changes in Employee Benefits 2004.

Christi, our new Chairperson, gave an overview of today's agenda: To go over our mission statement and accomplishments, as well as other pertinent general information. She passed out the June minutes for approval.

Corrections to the June minute's attendance are as follows:

Present at the June meeting but not mentioned were Christina Hine-Reber, Heidi Lindgren, Beth Campbell and Diane West.

Not present at the meeting but put in the minutes was Trudy Phippen.

The motion to approve the minutes as corrected was made by Joan Franke of OPI. The motion passed unanimously.

Christi opened the floor for the past year's subcommittees to report on their accomplishments...

**MEASURES** finalized report from data they obtained and studied. The data consisted of pay scale differences in state government between male and female employees. No names were used just M for male and F for female. All pay scales were studied. It is the wish of this subcommittee that the report makes its way to administrators to provide vital information on present wage stats.

**TRAINING** made a survey to identify areas where ICCW brown bag lunch presentations could be of assistance to PDC.

The presentations were kicked off by Secretary of State Brown's presentation on how the legislative process works.

They helped Ladonna Grotbo with the advertising for the Health Wellness Benefits programs. The subcommittee did not have a summer meeting.

PR Updated website and set groundwork for new look of web page and ability for ICCW to work with it ourselves. Made a logo for the web page and the framed logo made for that presentation is available to all departments to hang in different lobbies at different times. Although the re-scheduling has not taken place training with Wendy Wheeler was in the works. The PR subcommittee also did not meet during the summer.

Trudy Phippen made a suggestion for all new ICCW representatives to view the web page.

Barbara Smith is the ICCW representative on the State Employee Council. She presented an update of the upcoming Health benefits changes and why they were very necessary. The council itself is challenged to keep the plan fiscally sound.

The State has a pool that covers the plans, the plans themselves are maintained by the Insurance groups New West, BCBS, etc... at a cost. Due to the market the dollars from interest simply weren't there.

Due to benefits adjustments and an advance premium portion from legislature the fund was stabilized. Once the employee pool had been reconciled, the changes that were made were done so that State employees would feel little or no effect. This was a concern because of the "no raise" situation.

Barb expressed the importance of mail ordering medications whenever possible. It would not only save the employee money but also help the state pool.

Jean Branscum guided the meeting towards planning and commitment.

What did we get out of last year's ICCW and what we expect of the upcoming year? Jean suggested that any questionable topic of endeavor be "reality checked" against the mission statement.

The subcommittees developed were:

MARKETING – [keep web page current and continue new web page activity where last subcommittee left off]

MEASURES – [promote factual report of last measures committee by looking into publishing]

TRAINING – [Brown bags and look into choices of lectures from Toblin Allison that are available to the state] and

RECOGNITION – [ELA]

STEERING – Leadership committee and Chairs of Subcommittees.

Jean suggested that Leadership appoint chairs to the subcommittees and as soon as possible launch a yearly calendar on the web page.

Adjourn